

## Policy on Equality, Diversity and Inclusion

<b>Policy Category:</b>	General
<b>Subject:</b>	Equality, Diversity & Inclusion
<b>Approving Authority:</b>	SMT
<b>Responsible Officer:</b>	President & Principal
<b>Responsible Office:</b>	Human Resources (Equality, Diversity & Inclusion)
<b>Related Procedures:</b>	Equality Analysis Framework
<b>Related College Policies:</b>	Trans Guidance Policy <a href="https://www.kcl.ac.uk/governancezone/GovernanceLegal/Trans-Equality.aspx">https://www.kcl.ac.uk/governancezone/GovernanceLegal/Trans-Equality.aspx</a>
<b>Effective Date:</b>	January 2020
<b>Supersedes:</b>	Equality and Diversity Statement 2012 Equality Impact Assessment (EIA) Guidance 2005 Gender Equality Scheme 2010-2012 Race Equality Policy and Action Plan 2010-2013 Sexual Orientation Policy 2010
<b>Next Review:</b>	April 2023

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### I. Purpose & Scope

King's College London is committed to creating an inclusive environment that promotes equality of opportunity for everyone in its community. King's values the diversity of its staff and student body and recognises that this is both a strength and a defining feature of King's as a London university in a global context.

Equality, diversity and inclusion are cornerstones of [King's Strategic Vision 2029](#). A key guiding principle of this vision is to create an inclusive environment where all members of King's community are valued and able to succeed. This Policy applies to all staff, students, volunteers, affiliated members of King's and suppliers to King's.

### II. Policy

King's aims to embed inclusion in its practice and culture to provide an extraordinary student experience and to be an employer of choice. King's will not tolerate discrimination, victimisation or harassment.

The Equality Act (2010) underpins all of the university's work. It protects the rights of individuals on the basis of specific characteristics and sets out which behaviours are unlawful. Under this Act, the following

characteristics are protected by law: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, and sexual orientation.

At King's, the definition of diversity encompasses and goes beyond the characteristics protected by law to include everything that makes us unique, from our backgrounds and experiences to our personalities and ways of thinking. Additionally, King's recognises the intersections between different elements of individuals' identities and experiences, acknowledging that there may be multiple factors that affect people's sense of belonging

Commitment to inclusion means that King's will create an environment where differences are not just respected, but valued and celebrated. Everyone should be able to bring their whole self to King's, without having to downplay or change elements of their identity. King's will identify and remove barriers to inclusion.

King's is committed to taking the required actions to support this Policy. To achieve equality of opportunity, King's recognises that to be treated fairly, sometimes people need to be treated differently. For example, students with Specific Learning Needs may require adjustments in their assessment process. King's will evaluate the impact of the actions it takes and will publish information on its progress as part of annual diversity and inclusion reporting.

### **III. Roles and Responsibilities**

1. All King's students, staff, affiliates and suppliers are responsible for meeting these commitments to value diversity and create an inclusive environment. King's will support and equip all members of its community to do this, embedding inclusion throughout the university's policies, procedures and practices.

#### 2. Specific Responsibilities

##### 2.1 King's Leadership

King's Leadership is responsible for providing inclusive leadership, visible commitment and role modelling inclusive behaviours.

##### 2.2 Equality, Diversity & Inclusion Function

The Equality, Diversity & Inclusion department is responsible for providing leadership, direction and expert advice, guidance and support to the university-wide ED&I strategy and approach.

##### 2.3 Students & Education Directorate

Students & Education Directorate is responsible for ensuring student related services, policies, processes and procedures are in line with the commitments in this policy and with the Equality Act 2010.

##### 2.4 Human Resources Directorate

The Human Resources Directorate is responsible for ensuring staff related services, policies, processes and procedures are in line with the commitments in this policy and with the Equality Act 2010.

## 2.5 Procurement Directorate

Procurement Services is responsible for requiring those supplying goods and services to King's to comply with the objectives of this policy and the provisions of the Equality Act 2010 and to provide contract managers with the tools necessary to monitor their performance.

## 2.6 College Council

The Council is responsible for ensuring that King's is compliant with the Equality Act 2010 and any related legislation or regulation.

## 3. Reporting & Governance

Equality, Diversity & Inclusion will provide an annual report to the College community and the College Council. ED&I governance is overseen by the Equality, Diversity and Inclusion committee and its sub-committees in partnership with the Equality, Diversity and Inclusion Forum, reporting to the Senior Management Team.